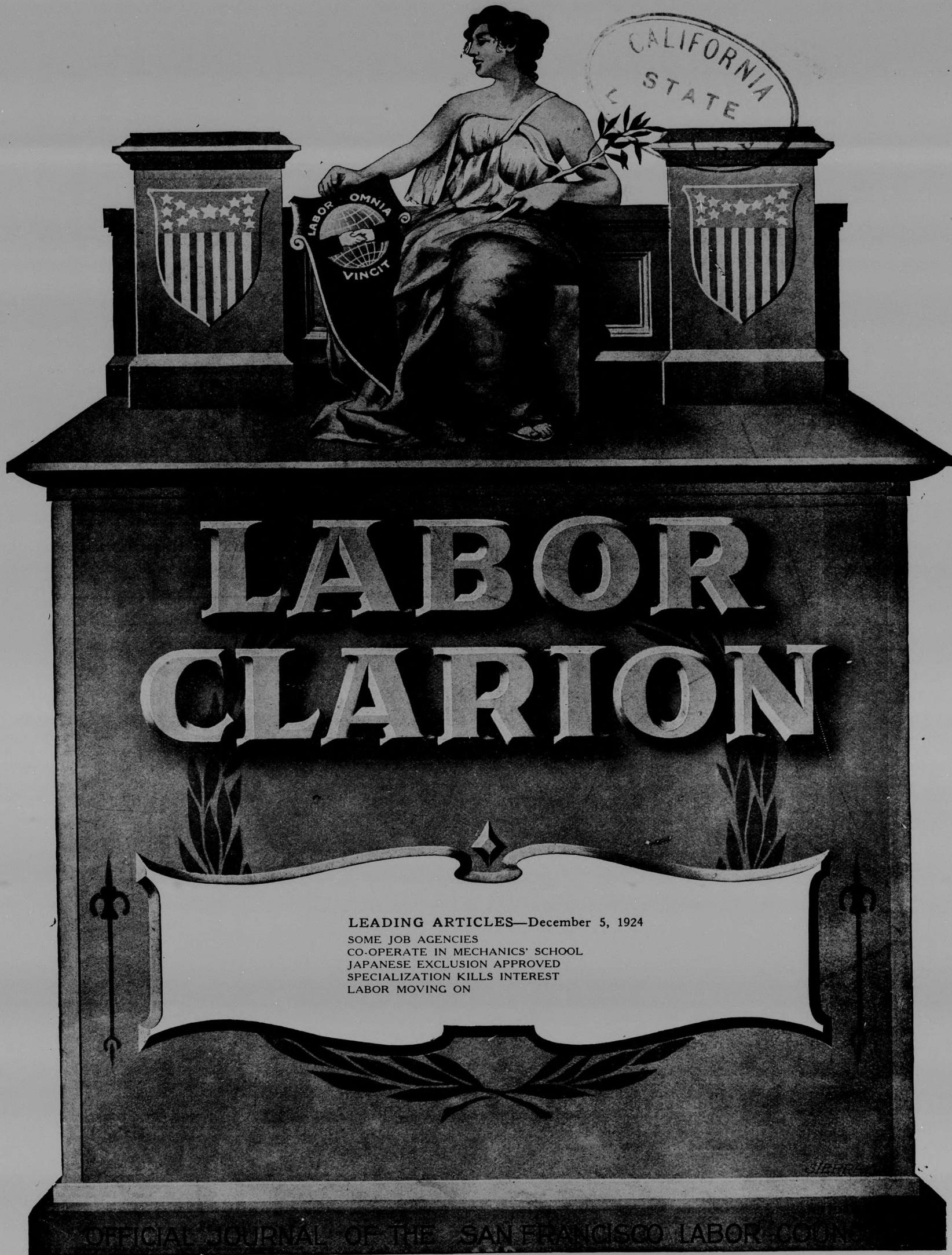


Cal



LEADING ARTICLES—December 5, 1924

SOME JOB AGENCIES
CO-OPERATE IN MECHANICS' SCHOOL
JAPANESE EXCLUSION APPROVED
SPECIALIZATION KILLS INTEREST
LABOR MOVING ON

OFFICIAL JOURNAL OF THE SAN FRANCISCO LABOR COUNCIL

WE DON'T PATRONIZE LIST

The concerns named below are on the "We Don't Patronize List" of the San Francisco Labor Council. Members of Labor Unions and sympathizers are requested to cut this out and post it.

American Tobacco Company.
Black and White Cab Company.
Block, J., Butcher, 1351 Taraval.
Compton's Restaurant, 8 Kearny.
Compton's Quick Lunch, 144 Ellis.
Ever-Good Bakery, Haight & Fillmore.
Foster's Lunches.
Gorman & Bennett, Grove.
E. Goss & Co., Cigar Mnfrs., 113 Front.
Gunst, M. A., Cigar Stores.
Great Western Tea Company, 2388 Mission.
Jenny Wren Stores.
Levi Strauss & Co., Garment Makers.
Majestic Hall, Geary and Fillmore
Market Street R. R.
Martinez-Benicia Ferry Co.
National Biscuit Co., Chicago, products.
Phillips Baking Company.
Players' Club.
Regent Theatre.
Schmidt Lithograph Co.
Steinberg's Shoe Store, 1600 Fillmore
Steinberg's Shoe Store, 2650 Mission
Torino Bakery, 2823 Twenty-third.
United Cigar Stores.
Yellow Cab Company.
All Barber Shops open on Sunday are
unfair.

Labor Council Directory

Labor Council meets every Friday at 8 p. m. at Labor Temple, Sixteenth and Capp Streets. Secretary's office and headquarters, Room 205, Labor Temple. Executive and Arbitration Committee meets every Monday at 7:30 p. m. Label Section meets first and third Wednesdays at 8 p. m. Headquarters telephone —Market 56.
(Please notify Clarion of any Change.)

Alaska Fishermen—Meet Fridays during February, March, April and October, 49 Clay.
Asphalt Workers—Meet 2nd and 4th Mondays, Labor Temple.
Amalgamated Sheet Metal Workers No. 104—Meet Tuesdays, 224 Guerrero.
Auto and Carriage Painters—Meet 1st and 3rd Thursdays, 200 Guerrero.
Auto Mechanics No. 1305—Meet Thursdays, 236 Van Ness Ave.
Baggage Messengers—Meet 2nd Monday, 60 Market. Secretary, Chas. Fehl, 636 Ashbury.
Bakers No. 24—Meet 1st and 3rd Saturdays, Labor Temple.
Bakery Wagon Drivers—Meet 2nd and 4th Saturdays, 112 Valencia.
Barbers No. 148—Meet 1st and 3rd Mondays, 112 Valencia.
Bill Posters—Meet 2nd and 4th Mondays, 109 Jones.
Blacksmiths and Helpers—Meet 1st and 3rd Tuesdays, Labor Temple.
Boilermakers No. 6—Meet 2nd and 4th Thursdays, Labor Temple.
Bookbinders—Office, room 804, 693 Mission. Meet 3rd Friday, Labor Temple.
Bottlers No. 233—Meet 3rd Tuesday, 177 Capp.
Boxmakers and Sawyers—Meet 1st and 3rd Tuesdays, 177 Capp.
Brewery Drivers—Meet 2nd Monday, 177 Capp.
Brewery Workmen No. 7—Meet 4th Thursday, 177 Capp.
Broom Makers—Meet last Saturday, Labor Temple.
Butchers No. 115—Meet Wednesday, Labor Temple.
Butchers No. 508—Meet 1st and 3rd Tuesdays, Laurel Hall, 7th Ave. and Railroad Ave.
Casket Workers No. 9—Meet 1st Tuesday, 16th and Valencia.

Cemetery Workers—Meet 1st and 3rd Saturdays, Labor Temple.
Cigarmakers—Meet 1st and 3rd Thursdays, 177 Capp.
Chauffeurs—Meet 1st and 3rd Thursdays, California Hall, Turk and Polk.
Cooks No. 44—Meet 1st and 4th Thursdays at 8:30 p. m., 3rd Thursday at 2:30 p. m., 580 Eddy.
Coopers No. 65—Meet 2nd and 4th Tuesdays, Labor Temple.
Cracker Bakers No. 125—Meet 3rd Monday, Labor Temple.
Cracker Packers' Auxiliary—Meet 1st and 3rd Tuesdays, 1524 Powell.
Dredgemen No. 72—Meet 1st and 3rd Sundays, 268 Market.
Electrical Workers No. 151—Meet Thursdays, 112 Valencia.
Electrical Workers No. 6—Meet Wednesdays, 200 Guerrero.
Egg Inspectors—Meet 2nd and 4th Wednesdays, Labor Temple.
Elevator Constructors and Operators—Meet 1st and 3rd Fridays, 200 Guerrero.
Federal Employees No. 1—Office, 746 Pacific Building. Meet 1st Tuesday, 414 Mason.
Federation of Teachers No. 61—Meet 2nd Monday, Room 227, City Hall.
Ferryboatmen's Union—Meet every other Wednesday, 59 Clay.
Garment Cutters—Meet 2nd and 4th Thursdays, Labor Temple.
Garment Workers No. 131—Meet 1st and 3rd Thursdays at 5 p. m., 2nd at 8 p. m., Labor Temple.
Glove Workers—Meet 1st Tuesday, Labor Temple.
Grocery Clerks—Meet 1st Thursday, Labor Temple.
Hatters No. 23—Sec., Jonas Grace, 1114 Mission.
Ice Drivers—Sec., V. Hummel, 3532 Anza. Meet 2nd and 4th Mondays, Labor Temple.
Iron, Steel and Tin Workers—Sec., John Coward, R. F. D. 1, Box 137, Colma, Cal. Meets 1st and 3rd Saturdays, Metropolitan Hall, So. S. F.
Janitors No. 9—Meet 1st and 3rd Thursdays, Labor Temple.
Label Section—Meets 1st and 3rd Wednesdays, Labor Temple.
Labor Council—Meets Fridays, Labor Temple.
Laundry Drivers—Meet 2nd and 4th Wednesdays, Labor Temple.
Laundry Workers No. 26—Meet 1st and 3rd Mondays, Labor Temple.

Letter Carriers—Sec., Thos. P. Tierney, 635a Castro. Meets 1st Saturday, 414 Mason.
Lithographers No. 17—Sec., A. W. Dobson, 134 Jules Ave. Meet 2nd and 4th Thursdays, 273 Golden Gate Ave.
Longshore Lumbermen—Meet 1st and 3rd Thursdays, Labor Temple.
Machinists No. 68—Meet Wednesdays, Labor Temple.
Mailers No. 18—Sec., George Wyatt, 3654 19th St. Meets 3rd Sunday, Labor Temple.
Material Teamsters No. 218—Meet Wednesdays, 200 Guerrero.
Metal Polishers—Meet 1st and 3rd Mondays, Labor Temple.
Milk Wagon Drivers—Meet Wednesdays, Labor Temple.
Miscellaneous Employees No. 110—Meet 2nd and 4th Wednesdays, 218 Fourth St.
Molders No. 164—Meet Tuesdays, Labor Temple.
Molders' Auxiliary—Meet 1st Friday.
Moving Picture Operators—Meet 2nd and 4th Thursdays, 109 Jones.
Musicians No. 6—Meet 2nd Thursday; Ex. Board, Tuesday, 68 Haight.
Office Employees—Meet 2nd and 4th Wednesdays, Labor Temple. Office, 305 Labor Temple.
Patternmakers—Meet 2nd and 4th Fridays, Labor Temple.
Pavers—Meet 1st Monday, Labor Temple.
Paste Makers No. 10567—Meet last Saturday of month, 441 Broadway.
Photo Engravers—Meet 1st Monday, Labor Temple.
Picture Frame Workers—Sec., W. Wilgus, 461 Andover. Meet 1st Friday, Labor Temple.
Post Office Clerks—Meet 4th Thursday, Labor Temple.
Printing Pressmen—Office, 231 Stevenson. Meets 2nd Monday, Labor Temple.
Professional Embalmers—Sec., George Monahan, 3300 16th St.
Poultry Dressers No. 17732—Meet 2nd and 4th Mondays, Labor Temple.
Promotional League, Room 301, Anglo Building; phone Hemlock 2925.
Rammermen—Sec., Chas. M. Gillen, 811 Vienna. Meet 2nd Monday.
Retail Clerks No. 432—Meet 2nd and 4th Wednesdays, 150 Golden Gate Ave.
Retail Shoe Salesmen No. 410—Meet Tuesdays, 273 Golden Gate Ave.
Retail Delivery Drivers—Meet 2nd and 4th Thursdays, Labor Temple.
Watchmen No. 15689—Sec., E. Counihan, 106 Bosworth. Meets 3rd Thursday, Labor Temple.
Waiters No. 30—Wednesdays, 3 p. m., except last Wednesday 8:30 p. m., 1256 Market.
Waitresses No. 48—Meet 1st and 3rd Wednesdays at 8 p. m., 2nd and last at 3 p. m., 1171 Market.
Water Workers—Sec., Thos. Dowd, 214 27th St. Meet 1st Monday, Labor Temple.
Web Pressmen—Meet 4th Sunday, Labor Temple.



A Good Place to Trade
COURTEOUS SERVICE
BROAD ASSORTMENTS
MODERATE PRICES

MARKET AT FIFTH
SAN FRANCISCO

LABOR CLARION

The Official Journal of the San Francisco Labor Council

VOL. XXIII

SAN FRANCISCO, FRIDAY, DECEMBER 5, 1924

No. 45



Some Job Agencies



(By International Labor News Service.)

The close relation between some employers' associations and some supposedly independent employment agencies; the efforts of organized labor and of employers' groups, respectively, to secure control over the means of bringing the worker and the job together; the necessity for a greater degree of impartiality in public employment offices; the advantages and disadvantages to the working man of the various existing methods of securing jobs; and many other important phases of the employment problems of labor—both organized and unorganized—are the subject of a report which has just been issued by the Russell Sage Foundation as the result of a five-year study of employment methods, needs, and agencies throughout the United States.

Various Methods Are Compared.

While the report—a volume of some 700 pages—is entitled "Public Employment Offices—Their Purpose, Structure, and Methods," considerable attention is given to fee-charging employment agencies; and to a comparison of the relative advantages to employer and employee in the use of want-ad pages, in applying for work at the factory gate, in going back for work to a previous employer, and in waiting lists or application files.

The report makes the statement that some of the employment bureaus operated by employers' associations, boards of trade, and similar organizations are being operated chiefly—if not exclusively—in the interests of employers who desire to control the means through which contacts between the worker and the job are made, and who feel that these bureaus foster their interests in other important related matters.

The report says that because of its association exclusively with the Department of Labor, without participation of other Federal departments, the present United States Employment Service has been marked in the minds of employers as a partisan agency and this, irrespective of whether the criticism is justified, renders effective development of the employment service as at present organized well-nigh impossible.

Support of Employers Needed.

"A public employment service is designed to serve both employers and workers," says the report, "but until recently it has been accepted as of more vital need to workers than to employers, inasmuch as unemployment is far more devastating to workers than shortage of labor to employers. Experience has indicated, however, that an employment service whose dominant or only objective is service to workers will play a comparatively insignificant role in the world of labor. Without the whole-hearted support of employers, the service can not fulfill its purpose."

To remedy this situation, the foundation's report recommends the establishment of a nationwide system of public employment offices, in which the Federal, State, and local governments would co-operate, and which would be administered under a board made up of the Secretary of Labor, the Secretary of Commerce, and the Secretary of Agriculture, with the assistance of a national advisory council and local committee representing employers and employees. Such an administration, the report says, "ought to insure beyond the possibility of doubt a genuinely non-partisan employment service."

Opposition to Private Agencies.

Some other outstanding facts in the report follow:

Employers are either indifferent or suspicious of private employment agencies as a class, while workers—both organized and unorganized—are definitely hostile. Most of the employers interviewed regarded private agencies as a last resort for getting workmen.

Organized labor has long been opposed to the private employment bureaus, charging that they are used as strike-breaking agencies, that they favor the employer, and that their sole purpose is to exploit the worker.

Southern States, in an effort to restrict the emigration of Negro labor to the North, are through legislation and license fees making it increasingly difficult, and in some States impossible, for private agencies to send workers out of the State.

People Favor Public Service.

The use of newspaper want advertisement columns as a means of securing employees has become practically universal, but the advantages of this method are almost wholly on the side of the employer.

Public sentiment favorable to a public employment service has been increasing for 20 years or more, the two most important reasons for this sentiment being the belief that an efficient public employment service will tend to eliminate the abuses of private fee-charging agencies and that it will reduce the evil of unemployment.

The report traces the history of our experience with municipal, State and Federal administrations of public employment offices, and finds that the evidence is strongly in favor of making the State the chief unit of administration in a combined Federal-State-local service. That report recommends that the States take the responsibility for all placement work, and the Federal Government render services of a general character.

Workers Can't Be Labeled.

A great deal of quackery and pseudo science is being exercised in the technique of selecting applicants for employment, and the greater part of the experimentation—scientific and otherwise—that has been carried on in regard to the selection of workers is still comparable to the "home remedies" stage of medicine and surgery, according to the report.

The value of the judgment regarding an applicant for work which is based on the look in his eye, the condition of his hands, or the condition of his collar, is minimized in the report, as is also the practice of arbitrarily classifying applicants for employment according to any standard list of types of personalities. On this subject the report says:

"The human mind has been grouped by some persons interested in employment questions into types that are presumably mutually exclusive as follows: The executive type; the detail type; the promotion type; the accounting type; the clerical type; the selling type; the mechanical type, and so on. These adjectives do describe attributes of the mind, but that people can be so tagged and labeled fairly is doubtful. The temptation to label people is very great, but the science and art of successfully doing it have not as yet been discovered."

CAMP FIRE GIRLS.

About 500 Camp Fire Girls will take part in their annual Grand Council Fire at Lane Hall, Clay and Webster Streets, at 2:30 p. m., Saturday, December 6. The public is invited. There will be no charge.

Forty-five Camp Fire groups will present camp fire to the public. Mrs. Esther Wood Schneider, the Executive Secretary of the Oakland Camp Fire Girls will conduct the ceremony.

The following program will be given with Miss Melva Farwell, flute; Miss Ruth Oakes, guitar; Miss H. Bradford, piano, assisting.

Wohelo Call.

Entrance-Council step. Song: "We Come, We Come, to Our Council Fire."

Hand sign of fire.

Wohelo for Aye-Camp fire cheer.

Fire lighting ceremony.

Light of Work, Catherine Barclay.

Light of Health, Mona Dutton.

Light of Love, Mary Margaret Davis.

Burn, Fire, Burn, Camp Fire motion song.

Credo.

Roll Call—Groups answering with group cheers. The Count—History of Development of Camp Fire in San Francisco.

Awarding of ranks.

Wood-gatherers.

Firemakers.

Torchbearers.

Receiving new members.

Awarding of local honors.

Scotch Dance—Columbia School group, Miss Grace Euler, Guardian.

Russian Dance—Girls High School group, directed by Mrs. Geo. Pinckard.

The Camp Fire Movement, Miss Alicia Mosgrove, President of San Francisco Council.

Fire Extinguishing Ceremony.

Light of Work, Mary Granmeter.

Light of Health, Lucille Lindeberg.

Light of Love, Dorothy Case.

Mammy Moon, Camp Fire Motion Song.

Lay Me to Sleep, song.

The following are some of the Camp Fire Council members who will attend the Grand Council Fire: Miss Alicia Mosgrove, President; Mrs. Walter Arnstein, Vice-President; Miss Alice Prager, Treasurer; Dr. Harriet Harker, Second Vice-President; Dr. Adelaide Brown, Mrs. Lewis Mace, Mrs. Ernest Mott, Mrs. Walter Haas, Miss Edith Slack, Mrs. Harry Sherman, Mrs. Ludwig Frank, Mrs. Joseph Sloss and Miss Marian Delany.

UNUSUAL AWARD.

The Washington Supreme Court has ruled that a worker suffering from appendicitis, contracted during employment, is entitled to compensation. The employee was struck by a small block of wood which had come in contact with a whirling saw. Eleven days later the worker's appendix was removed and found in an inflamed condition.

The claim was disallowed by the State Department of Labor and Industries on the ground that the claimant's condition was not the result of an accident within the meaning of the compensation act. The Supreme Court ruled that the preponderance of evidence was conclusive that the ailment could be caused in this manner.

CO-OPERATE IN MECHANICS' SCHOOL.

By J. Charles Laue.

(Written especially for International Labor News Service).

There was a time when husky boys could quit school on the slightest pretext and go to work. Compulsory school attendance has done away with this. Boys do not go to work until they can get their working papers. But even after that formality, demanded by progressive communities has been complied with, boy mechanics and working girls are still required to go to classes.

California, New York, Wisconsin and other advanced States, as the result of pioneer work of the Federal Vocational Training Bureau, are requiring workers under 18 to go to continuation school at least four hours a week. Supplemental to this in New York City, practical apprentice courses have been worked out between labor unions and employers to give indentured boys, the skilled mechanics of 1928 and 1930, the best educational advantages.

In the continuation school and particularly in the classes for apprentices, the students are not given much manual work. This they get in their work places during the day. They are taught the theory of their craft, the fundamentals like mathematics, drawing, the science underlying their work and trained in the co-ordination of mind, hand and eye, which is essential to a practical workman.

Especially in the printing and building trades a system is being worked out that gives the future skilled mechanic not only what he needs and wants but has ended the uncertainty of learning a trade, to a large extent. There is no chance now about the trades participating in apprentice training. The boys have jobs, efforts are made to see that they keep their jobs and their reward, a full union wage at the end of their studies, is assured. In these two industries the practical workmen represented by the union and the progressive employers, jointly devise and supervise the courses.

* * *

No union or employers' group that has taken an interest in the work of apprentice training seems to have regretted it. The movement is now under full headway and the public school system will soon be crowded with working boys and girls getting the equivalent of a high school training for a few hours each week as compelled by law.

Three trade unionists are responsible in a large measure for the continuation school and apprentice training development of the public school system. They are Fred F. Moran, International Printing Pressmen and Assistants' Union; John Muholland, International Pattern Makers' League, and Peter J. Brady, International Photo Engravers' Union. Seven years ago in the New York State Federation of Labor they began the working out of an educational program which is intended to make the next generation of workers equal in every respect to the boys and girls who are studying for the professions. Not merely that, but in organized trades, it is practically certain these boys and girls will earn more.

* * *

The acute need for skilled workers was revealed during the World War, when it was no longer possible for the United States to depend upon getting skilled workers from Europe. On looking about, it was found that industry, while placidly taking trained men from abroad, except in a few instances, was not training anyone. Some unions like the bricklayers, photo engravers, printers and sheet metal workers, had been training their own boys under difficulties. These organizations cherished skill and forced those who wished to join to meet a test of competency. Thus they alone were the protectors of good workmanship.

Then it became evident that the South European immigrant, in addition to being illiterate, was not good material to make a mechanic out of.

This brought the American youth to the fore, and it was found that the only means of training them rationally and in sufficient numbers was through the public school system, one of the outstanding wonders of American life.

Far-sighted trade unionists pointed out that a democratic system of education should not neglect the working boy or girl and in 1918 the continuation school law was passed in New York State and provided for classes for these children. Simultaneously, the movement for apprentice training began.

* * *

A private organization, the New York Building Congress, composed of employers' representatives and labor leaders, began to work out a scheme of apprentice training, in conjunction with the public schools. It was primarily the work of the congress to get employers to agree to provide work for the thousands of boys that the unions had on hand and whom they were willing to send to school if a practical course of training, supplementary to the work on the job, could be devised.

This has been done with the result that in nearly every building trade in the city, where the high type of workmanship gets the largest returns, apprentices are being developed, in an orderly manner to supply the needs of industry. The apprenticeship commission is now conducting 22 classes for embryo carpenters, nearly as many for bricklayers, ten for electrical workers, two for painters and decorators, one for draftsmen, four for photo-engravers, eight for sheet metal workers and six for plasterers.

More than 4,000 boys in these trades are going to school at least two hours, sometimes four hours, each week on the employers' time. Any boy absent is brought up before the union meeting. This insures good attendance. The morale is high and a fine workman spirit is developing. The system is being duplicated in nearly every large city where cordial relations exist between employers and unions in the building industry.

Eventually it is hoped this system of employer-union-public school apprentice training will eliminate the wasteful trade schools and the half-skilled mechanic and a national system will be developed that will give American industry what it requires, skilled men of the highest type to retain industrial supremacy and efficiency for the nation. In this work lies one of the most promising improvements in American life.

As in initiating the system of public education, the labor movement will have a large share in this advance and must participate actively in it to do justice to the student mechanics.

STANDPATS HOPEFUL.

Republican victories in the elections are expected to have an "unfavorable effect" upon legislation sought by trade unions, according to a report made to the national industrial council, at its semi-annual meeting in New York city. The council is a federation of a score of anti-union employers' associations.

These employers, however, were told that they must face the same old fight and that the principal contests will be on the federal child labor amendment, to secure state compensation insurance laws, limitation of hours for wage-working women and anti-labor injunction legislation. The latter is referred to by the employers as an effort to secure "further immunity from state laws."

There recently appeared in the advertising columns of a popular newspaper an offer, for one shilling, of a recipe by the use of which the hands would become soft and beautifully white. Many thousands of girls responded, and in due time they received a piece of paper containing the following words, which could not be bettered: "Soak the hands three times a day in dishwater, while mother rests."—The Christian Advocate (New York).

Herman's Hats**UNION MADE****2396 Mission Street at Twentieth**

FURNITURE DRAPERIES **CARPETS** **STOVES BEDDING**
On the
EASIEST TERMS

EASTERN OUTFITTING CO.**1017 MARKET STREET, ABOVE SIXTH**

We Give and Redeem American Trading Stamps

DEMAND THE UNION LABEL**ON YOUR PRINTING, BOOKBINDING AND PHOTO ENGRAVING**

If a firm cannot place the Label of the Allied Printing Trades Council on your Printing, it is not a Union Concern.

YOU CAN'T BEAT NEWMAN'S LOW PRICES AND EASY TERMS

FURNITURE DRAPERIES RUGS STOVES CARPETS LINOLEUM PHONOGRAPH CROCKERY SILVERWARE
Newman's is Headquarters for Occidental Stoves Made on the Pacific Coast by Union Labor

2101 2119 Mission St. at 17th
Newman's REDLICK-NEWMAN CO.

COMPLETE HOME FURNISHINGS

Where Your \$ Buys More**2415 MISSION—Near 20th**

Lowest prices and biggest values in Dry Goods, Furnishings, Groceries, Shoes and Tobacco
Every sale backed by our
IRON CLAD MONEY BACK GUARANTEE

JAPANESE EXCLUSION APPROVED.

Unanimous opposition to any modification of the Japanese exclusion law was recorded by the American Federation of Labor convention.

"We are unalterably opposed to substitute exclusion by treaty for exclusion by law," the resolution said. "We utter this protest with an earnest desire to maintain the most friendly relations with the Japanese working people and with the profound conviction that mutual respect can be best maintained if we insist that Japan recognize our right to control immigration into this country by domestic legislation."

"Certain American organizations, evidently without any information of the basic facts which caused Congressional action, are encouraging Japan in the mistaken belief that American public sentiment did not support Congress in excluding by law all persons who are ineligible to citizenship in our country."

At the convention of the National Grange, held in Atlantic City, N. J., a demand was unanimously made for continued rigid restriction of Oriental races to this country.

"The exclusion from the United States of Japanese and Chinese," the resolution states, "is essential to the preservation of the American farm home and its traditions to the white race and to a Christian civilization. The National Grange has never wavered in its position against the admission of the yellow race to this country. We fully reiterate our stand and are absolutely and unqualifiedly opposed to any re-opening or changing of the ineligible alien clause in the recently-passed Federal immigration law."

MEAT BARONS BREAK PLEDGE.

In 1920 the "big five" meat packers signed an agreement with the Department of Justice that they would withdraw from related food industries and confine their activities to meat. This agreement, known as the "packers' consent decree," was understood to end all prosecutions under the anti-trust law.

Armour and Swift, leaders in the agreement, now ask a District of Columbia Court to declare that this agreement, which they voluntarily signed, is null and void.

Testifying before the House Committee on Agriculture, April 2, 1920, Attorney General Palmer said: "The first man who came to me representing the interests was Mr. Dunham, one of the Vice-Presidents of Armour & Co."

The policy of the packers is indicated by this report of the Federal Trade Commission to President Wilson on the meat packing industry:

"The commission through Heney (its counsel) had to meet deliberate falsification of returns properly required under legal authority; we had to meet schools for witnesses where employees were coached in anticipation of their being called to testify in an investigation ordered by you and Congress; we had to meet a situation created by the destruction of letters and documents vital to this investigation."

FAVOR POSTAL WAGE BILL.

The American Federation of Labor convention unanimously adopted a resolution calling on Congress to pass the Kelly-Edge bill increasing wages of postal employees, over President Coolidge's veto. The bill was passed at the last session of Congress, but met defeat in the White House.

SPECIALIZATION KILLS INTEREST.

By John A. Fitch

(From "The Causes of Industrial Unrest," Published by Harper & Bros.)

Some time ago I had a very vivid illustration of the prevailing tendency. It was in the assembling end of an automobile factory. Piles of material lay on either side of long tracks running down the length of a great building—pieces of steel, rods, plates, nuts and bolts, wheels and other things. Away back at the beginning of the line a workman seized a rod and laid it down on the track. Another workman laid another rod across it, and a third fastened them together with a bolt. Then a man appeared with a rear axle, and laid it on top of the rods where the bolt holes came right; another put bolt in place; another started the nuts on the ends of the bolts with his fingers; a fourth tightened them with a wrench. In the same way the front axle was put on; then men stepped out with the wheels, already equipped with tires, and thrust them on the axle ends. The nuts were clapped on and screwed up, and the partly completed machine was given a shove forward. Suddenly, above, dangling from chains, appeared the motor. Men seized it, put it into place, and fastened it with bolts. On again, and the steering gear appeared in the same way; other men fastened that in place; then the gasoline tank. Another shove and there was a hose dangling from above. Some one seized it and into the tank spurted a quart of gasoline. One more shove and the rear wheels dropped into grooves in the track, where there were revolving pulleys. The wheels began to turn, the engine started, a man jumped aboard, seated himself upon the tank, grabbed the steering wheel, cut loose—and out of the door went the automobile. It had not been ten minutes since that first rod had been thrown down on the track; it was less than ten minutes from those piles of cold, inert pieces of steel at one end of the building, but here at the other end was an automobile, moving and thrilling with power.

* * *

What a magnificent workshop, I thought. Here were men who worked all day in this place of miracles; more than that, they were themselves the workers of miracles. Then I looked closely at the men, and I saw that it was not a miracle after all. The men did not see my vision. They were not making automobiles. They were placing rods in the right place; they were making bolt holes coincide; they were starting nuts with their fingers or tightening them with wrenches. One man was a specialist in putting on the left hind wheel; another inserted bolt No. 43. No miracle men were here. They were American workmen holding down their jobs and watching the clock.

At another time I stood watching where men worked in long lines on a partly completed piece of machinery, which passed along in front of them on a slowly moving table. Somewhere down the line there was a boy with a large can full of wooden plugs. As each partly assembled machine reached him on the moving table he took a plug out of his can and drove it with a hammer into a bolt hole. The thing passed on and another one appeared; he picked up another plug and drove it into a bolt hole. That was his sole contribution to the process of manufacture. It was puzzling, and I turned to my guide, who was the safety engineer of the plant, for information. He, too, was mystified and said: "Let's ask the boy."

We did so, and discovered that he had no more idea of what his job was for than we. Just then the foreman came by. He, too, was unable to enlighten us as to the purpose of this plugging of holes. By that time we were interested. We carried the matter up to the department superintendent. He knew all about it and explained clearly why the operation was necessary. Our curiosity satisfied, we went on. We did not return to the boy with the can of plugs. So far as we knew, he never found out why his job was necessary. No one had told him, and even if it had occurred to him to ask he could not have found out, because his boss didn't know. Yet this was his means of livelihood.

* * *

These two illustrations represent a certain tendency in American industry. To a certain degree it is typical of all industry. Everywhere there is a sharp division between planning and execution, and the opportunity for the workman to develop initiative and use his own brain power is very limited. But it is in manufacturing that the tendency has gone farthest, and here everything indicates that specialization is on the increase.

The significance of this tendency lies in its spiritual and economic effect on the individual workman. We often speak of "working for a living," as if keeping alive were the only thing worth working for. As a matter of fact, men do not do their best work for money, but rather through loyalty to an idea, or to a principle, or to some personality, or on account of the joy of the work itself. I have often met factory workers in their homes working with their own tools with a zeal that would have strained the credulity of the shop foreman, on the construction of some article for the use or pleasure of the home.

W D Fennimore J. W. Davis A. R. Fennimore



Prices
Always
Reasonable
Eyes Tested
Satisfaction
Guaranteed

2508 MISSION STREET, SAN FRANCISCO
181 Post Street..... San Francisco
1221 Broadway..... Oakland
2106 Shattuck Avenue..... Berkeley
We Give Mission Street Merchants Coupons

You're right!

I wear

CAN'T BUST 'EM

overalls



They guarantee that
if the sewing ever rips
I'll get a new pair or
my money back.

Something to
crow about

CAN'T BUST 'EM
OVERALLS
UNION MADE

**HOME OF HAND TAILORED UNION MADE CLOTHES
\$35.00**

2554-56
MISSION STREET

Exceptional Values in Guaranteed All Wool Suits
Complete line of Union Made Furnishings
"WHAT'S NEW WE SHOW"
JOHNSON'S

\$35.00
Next to
New Mission Theatre

Labor Clarion

Published Weekly by the S. F. Labor Council



Single subscriptions.....\$1.50 a year
To unions subscribing for their entire membership, \$1.00 a year for each subscription.

Single Copies, 5 cents
Changes of address or additions to unions' mail lists must come through the secretary of each organization. Members are notified that this is obligatory.
Entered at Postoffice, San Francisco, California, as second-class matter. Acceptance for mailing at special rate of postage provided for in section 1103, Act of October 3, 1917, authorized August 10, 1918.

JAMES W. MULLEN.....Editor
Telephone Market 56
Office, S. F. Labor Temple, 2940 Sixteenth Street
MEMBER OF
UNITED LABOR PRESS OF CALIFORNIA

FRIDAY, DECEMBER 5, 1924

The newly elected Governor of Missouri, the "show me" state, is Samuel A. Baker, and he carries a union card in his pocket. He is a member of one of the railway organizations.

A wag says: "It is one thing to talk about the dignity of labor, but quite another matter to dig." The fellow who prates about the dignity of labor is quite generally found to be one who does no digging at all, but lives upon the efforts of others.

If you do not think your union has accomplished a great deal in its particular field, just look back over the past twenty-five years and see the improvements for the workers that have taken place. Then analyze the situation and see if the greater proportion of the betterments did not come as a direct result of the activities of the organization. The result will convince the most stubborn opponent of organized labor that an investment in union dues is about as good an investment as any wage earner could possibly make. We say this without fear because we know that it is true in all the fields of labor.

Fortunately for the American labor movement Samuel Gompers is still able to continue at its head in spite of his years, but the time is not far distant when it will be necessary for him to relinquish his position in favor of some younger man. There is not at this time another man in the country capable of guiding the movement through the storms that confront it as well as can the veteran Gompers. There are, it is true, some very able men in the movement and prominent in the American Federation of Labor, but it is doubtful whether there is one in whom the great mass of workers have the implicit faith that they have in the grand old man. He has always been farsighted and capable of preparing to meet changing conditions because he almost invariably saw them accurately before they arrived. Where can the movement find another such man? At this time, and at this distance from the field of activity, Matthew Woll seems to be more nearly a prototype of Gompers than any of the others. He is progressive, fearless, able, and the movement, under his guidance and advice, if followed, would be safe.

Labor Moving On

Down through the ages the men and the women who have done the world's rough work, who have tilled the soil, dug the precious metals from the bosom of the earth, erected palaces and temples for the mighty and the great, have found themselves conspired against, held in ignorance and slavery in order that the few might reap where they had not sown. Century after century this condition of affairs maintained in one form or another, with slight variations here and there, but always effectually defrauding the hewers of wood and the drawers of water of their proper proportion of the products of their toil.

Slow as has been the process of emancipation, gains have been made as the years rolled by, until we, in the twentieth century after the birth of the lowly Nazarene, find ourselves in a position more promising of beneficial and lasting results than in any other period of which history bears record. Particularly is this true of the fortunate sons of toil in the United States of America.

Labor, as we view it here in the twentieth century, is a young giant conscious of its strength, sure of its rights, determined to demand the establishment of justice in the industrial world, and able to determine just what constitutes the proper conduct of man to man.

True the waves of enlightenment that have swept over the world have not all settled upon the brow of labor, and we are still groping, to some extent, in the dark, stumbling and falling, blundering and floundering, rushing and wrecking, but always in our striving making some progress toward the aimed-for goal of justice, ever facing fearlessly and tirelessly in the direction of the brotherhood of man, where fair dealing will not be a matter obtained only through might, but will be freely accorded because it is right.

But the masters of self tell us we are not always truly and orderly in our struggles to break the shackles that bind us so unfairly to unremunerated toil; that we sometimes strike out on unexpected tacks and steer improper courses in the hope of reaching the port of our desires.

To some of these charges we must, of course, plead guilty. We are human, just as they are, and are prone to make mistakes just as do other humans, but history bears witness that the struggles for enlightenment, the efforts for development, the demands for justice have not been mistakes, but are deep rooted in the right and must ultimately end in the establishment of a condition of affairs in human society that will grant, without a fight, merited reward for expended efforts to all alike, impartially and equitably.

When that happy day arrives, and we are nearer to it now than ever before, the worker and the capitalist will live in harmony and brotherhood, each conscious of being justly treated and seeking nothing more. But until this Utopian dream has been actually ushered in, labor must continue to struggle undisheartened by mistakes, undeterred by opposition, uninfluenced by complaint and unswerved by flattery. Such is the record of the past. Such must be the guidepost of the future.

Labor is awake, active, fearless, determined and unconquerable after years of constant struggle in the battle for justice.

FLUCTUATING SENTIMENTS

The executive budget submitted to Congress on Tuesday shows that the smallest appropriation to any department of the government in the President's Cabinet goes to the Department of Labor. It is not only the lowest budget, but is hundreds of millions lower than the others. Is this important department to be neglected and inefficient during the next two years, or just what is the object of leaving it without funds to carry on its work?

Already three bills have been introduced in Congress looking to the repeal of the publicity provisions of the income tax law. The big interests of the country are determined to have this phase of the law changed and undoubtedly will have a number of different bills introduced with the idea of creating confusion in order to slip one of them through. A close watch must be kept on all measures dealing in any way with the subject of taxation during the present session of Congress, because the powers that prey are at present both jubilant and aggressive. They feel that the election went their way and that to the victors belong the spoils. They are not in a mood to be denied anything that is within their reach, so vigilance must be exercised by all other elements of our citizenship.

The fellow who proposed to the Governor that the Boxing Commission provided for by vote of the people at the last election should be made up of three women was frank enough to admit that his idea would effectually kill the law and provide a way of preventing the people from having what a majority of them voted to get. Surely that man can set up no claim to being a democrat or to being in favor of government of the people by the people and for the people. His letter is so candid that he admits he thinks the only proper kind of government is the kind he would give the people, and it is unfortunate—unfortunate for him—that there are but few who will agree with him. Perhaps there is not another individual in the entire state of California who would be willing to turn the government over to him to do with as he pleased, even though he admits he is capable of giving them a better government than they can give themselves.

While California children are pretty well protected by law, it should not be forgotten that ratification of the child labor amendment to the Federal Constitution is necessary in order to protect the children of this State against competition from states that have no protecting laws to safeguard their children. The products of child labor in states that think more of profits than they do of the lives of the young come into direct competition with those of this State and thus endanger the humane laws we now have on the statute books. This, it seems, should make it clear to anyone that in ratifying the amendment we are not legislating for other states, but rather in the interest of our own State and its people. The greatest exploitation of children is to be found in the textile industries and this furnishes the reasons why Massachusetts and some of the Southern states have voted against the passage of the amendment. California can not afford to give aid or encouragement to such greed by refusing to approve the amendment, and the approval should come at the very earliest possible time.

MISCELLANEOUS

DO IT TODAY!

By James Edward Hungerford.

Today is the day that your tasks should be done—
The day that God's given to you;
You're living right now, and this day is the one
To do what you're going to do!
This second, this minute, is all that you've got;
The future's a myth, anyhow;
The past, with its shadows, the sooner forgot
The better—so do it right now!

Now can you go forward one day in advance,
And glimpse what the morrow may hold;
You can't change the future, or one circumstance,
Except as the minutes unfold;
Today is the day that your tasks should be done;
So live it that you need not fear
What's "going to happen," with each rising sun—
Next week, or next month, or next year!

You number your days from the day you were
born,
And count them with sighing and tears,
But really, my friend, you're reborn ev'ry morn—
In spite of the calendar years;
Each day, you start life with a viewpoint that's
new;
The past is a dream that has fled;
You cannot go back to the you that was you,
In days that are finished and dead.

CONGRESS CONVENES.

The final session of the Sixty-eighth Congress convened last Monday and adjourns on March 4 next. This is called the "short session," and its principal business is the passage of appropriation bills. The Congress that was elected on November 4 last will not function until December of next year, unless called in special session by the President.

If the legislative program of the "short session" gets jammed, or the demand for farmers' relief increases, a special session may be called after March 4, though at this time it would appear that the administration does not favor such action.

The "short session" will probably witness fireworks over taxation and the publicity of income tax payments. A strong demand is being made for greater reduction of the surtaxes on large incomes and also to repeal the publicity feature of the income tax law. These demands may be a smoke screen by privilege to check larger taxes and greater publicity. At the last session of Congress a compromise was reached on the Mellon tax plan, and the surtax was reduced one-half of that proposed by the Secretary of the Treasury. Publicity of incomes was also voted, and this has angered large income taxpayers, who insist that this clause be repealed.

Senator Norris, author of the publicity feature, insists that more publicity be the rule. He wants publicity on secret tax exemptions to large tax payers by the Treasury Department.

Labor will present its legislative program at the "short session." Among the more important of these measures is the postal employees' wage bill, passed by the last Congress and vetoed by the President.

MEXICANS OUST BOLSHYS.

In ousting a communist delegate, the Mexican Federation of Labor declared against Moscow interference in the Mexican labor movement.

"The Communist party of Russia has no right to establish in Mexico a branch of that party, nor attempt to direct the activities of the Mexican labor movement," the resolution declared.

PROPHECY.

Now, as before, the average result of so-called third party adventures will be victory for reaction.

Practically this is what happens: The "third party" draws from the most progressive of the other candidates. The more conservative candidate loses no votes to a "third party" candidate.

Thus progressive votes are divided, the progressive cause weakened.

When progressives divide among themselves reaction wins. History records altogether too many sad cases of this "one foot forward and two feet backward" kind of frog-in-the-well advancement.—Samuel Gompers, July, 1924.

Doree
Photo Studio

2308 Mission Street

Phone Mission 6733

SAN FRANCISCO LAUNDRY

A SOFT WATER LAUNDRY

TELEPHONE WEST 793

Phone West 5845

LOUIS HAUB

OUR SPECIALTY
Mince and Squash Pies, Fruit Cakes
for the Holidays

CALIFORNIA CAFE
Bakery, Confectionery and Oyster Parlor
1515 FILLMORE STREET SAN FRANCISCO



Ask for

MISSION MERCHANTS COUPON

with every purchase

A full book is worth \$3.00 on any purchase
made from a store giving coupons.

Mission Street Merchants' Association
Sixteenth to Army Street

TYPOGRAPHICAL TOPICS

During the past week the scale committee met with a committee representing the Franklin Printing Trades Association at which the representatives of the Franklin presented their proposal for a readjustment of the scale and contract recently settled by conciliation and arbitration before Judge Devlin. The Franklin's proposition will be up before the membership at the December meeting of the union, which will be held on the 21st of the month. We wish to especially call the attention of the commercial printers to this meeting and urge the attendance of every one. Remember, this is your bread and butter and it is to your interest to be present.

The following ex-members of the Examiner chapel have various amounts due them in back pay following the recent adjustment of the local newspaper scale. If they will send their name, address and an order for the money to Secretary Michelson, Room 701 Underwood Bldg., the amounts will be collected and forwarded: Ed Skillman, F. J. White, S. W. McClung, E. M. Steckler, E. J. Rovane, Joe Sain, A. Code, J. H. McDonald, A. Mason, E. O. Solberg.

Representative Philip Johnson announces that he has just completed negotiations with the Marin County publishers who have contracts with San Rafael Union, in which he was able to secure a raise in salary for the members of the union. For several years the scale has been \$40 per week, and under the recent adjustment it is raised to \$46 day and \$49 night, with the time and one-half and double time provisions as exist in the San Francisco scale. He was also successful in securing a differential for foremen and machinist-operators as provided in the commercial scale of this city.

The Keystone Printing Company has recently enlarged its composing room and installed an up-to-date lighting system. This department is now under the supervision of "Jack" Sollers, who has been with the Keystone for some time.

G. S. Hollis was absent from his duties in the composing room of the Call-Post several days during last week, occasioned by the death of his wife's mother, Mrs. Mary A. Sullivan, one of the pioneer women of San Francisco. Mrs. Sullivan passed away on Thanksgiving Day. The funeral was held Saturday from Mission Dolores Church and the remains were interred in Holy Cross Cemetery.

Word has reached this city that the Seattle Union Record, which has been published for a number of years as the organ of organized labor in the Northwest, has discontinued its daily edition and is now issued as a weekly. For many years the Record was subsidized by Seattle unions, and recently upon withdrawal of that support, the stockholders, reputed Communists, who held 51 per cent of the stock, voted to run the paper as a weekly, on a non-union basis. Not only is the Record being operated on the non-union basis, but the editorial policy of the paper has been changed to one of open opposition to the principles of trade unionism. It is believed that the Record will soon pass into the discard, for with its present editorial policy and lack of support of Seattle unions it will find the going rather hard indeed.

The daily papers of the early part of the week carried a story announcing that "Tom Black" had been held up and robbed at Fourth and Tehama streets. "Our" Tom Black hastened to headquarters upon reading the story and assured us that it was not he who had met with misfortune, and stated that he not only did not visit the region mentioned, but resided on the ocean beach south of the park. And further wants it known that robbers would find poor pickings were they to hold him up.

Representative Phil Johnson received orders this week to proceed to Fresno to assist the Fresno Union in the negotiation of a new commercial scale in that city.

E. P. Tracy, for the past couple of years employed on the papers of this city, drew his traveler this week and stated that he was bound for Southern California, with possibly Tijuana as his destination.

A. F. Moore, tired of the strenuous duties of San Francisco newspapers, this week drew his traveler and departed for Oakland, where, it is reported, he will shuffle magazines on the job side of the Tribune along with Al Crackbon.

Arthur Floyd, that famed English traveler who periodically visits San Francisco, has drawn his traveler and announced his intention of making an extended tour of the English possessions, first going to England and then to Australia.

F. F. Cooper, who has recently graduated from the Williams Printing Company, drew his traveler and left for Oakland, where he has landed a "sit" on a paper in Berkeley.

The following item was clipped from the "Twenty Years Ago" column of a local paper last Saturday and will no doubt bring back memories of that memorable convention to many of the older members of the local union: "San Francisco Typographical Union No. 21 listened to several interesting talks by members of the craft who were in the city attending the Federation of Labor convention. Will J. French, president of the local union, presided at the meeting, and the speakers included James M. Lynch, Frank Morrison, Frank K. Foster and S. J. Triplett."

Chronicle Chapel Notes—By H. J. Benz.

Charles Gerrie, who has been working as extra machinist "while the machines were being put in running order," left on the Panama-Pacific liner Manchuria for New York via the Panama Canal, Balboa and Havana, last Saturday. While Charles was reluctant at leaving and dreaded going back to the "pleasant" cold weather that prevails at this time of the year in New York, he expected to enjoy to the fullest the warm, balmy weather of the southern ports he visits while en route, not to mention the "real" beverages he anticipates partaking of.

The duck hunting trip Sam Weisman engineered last week was a howling success, according to Sam. Although he had to maneuver through the usual contortions of a successful duck hunter, with a few extra original ones thrown in, Sam avers the two ducks he secured were fully worth the efforts he put forth; and if there were any more of that variety of birds within the immediate vicinity he would have bagged them also.

Success at last. W. "Papa" Mackey, who, outside of being chairman of the chapel, exercises an "evil influence" over the boys, was presented with another minnow by the Spring Valley "Pure" Water Company, this time a regular live one, full of the three Vs, and which Mackey has named "Holy Mackerel." The fish, which arrived last Friday, was well taken care of over Saturday, as Mackey was indisposed on that day, being unable to survive the excitement of having a live pet. Mackey is uncertain at this time whether to present the fish to the city, to be placed in the Golden Gate Park aquarium or to keep it for three months and make it a member of the Chronicle Mutual Benefit Society.

The lure of the Golden Gate was too great for V. F. Hassmer, so he has returned to the ranks once again, this time, Val says, to remain. He tried the land of the Hula dancer about a year ago, but wandered back; and his latest sojourn was to the southern part of the state, where he said, he failed to agree with the climate.

Al Overly, makeup, was a hero last Saturday night, that is, almost. While the forms were flying thick and fast between the stereotyping and

composing rooms the sport page decided to move a little quicker than the rest, but Al thought different and tried to stop it, with the result that Al received painful burns on his hands and scratches and burns on his knees, but the form won out and handed on the floor, luckily intact. Al has since made a pre-New Year resolution never to handle any form hereafter until it has reached the bank and cooled off sufficiently to be harmless.

John R. Long, the financial wizard of the ad alley, who, it is reported, is trying to corner Anglo-California Trust Company through the penny slot of their savings stamp machine, showed his ability for financing great projects when he salvaged a flaring, natty suit out of a partly fire destroyed Mission street haberdashery for \$4.95, but bemoaned the fact that it really cost him an even five spot, as he was forced to spend the extra five cents on the street car in order that the rain would not deteriorate the value of the suit through shrinkage.

W. O. A. "Bill" Townsell was on the disabled list the first part of the week, having scratched his eyelid, which became infected to such an extent as to close entirely on Bill. But the infection was not of a serious nature and was back to normal within a couple of days.

AN INVITATION

We invite deposits from everyone
—rich, poor, old and young. We
recognize no classes, but treat large
and small depositors with the same
courtesy and consideration.

HUMBOLDT BANK

783 Market St., near Fourth, San Francisco

LIBERTY BANK
SAVINGS COMMERCIAL

You are welcome here
any time between
nine in the morning
and twelve midnight.
"Use Our Night Service"
Market, Mason & Turk Streets

JULIUS S. GODEAU
FUNERAL DIRECTOR AND EMBALMER
41 VAN NESS AVE.
SAN FRANCISCO, CALIF.
PRIVATE EXCHANGE MARKET 711
OAKLAND STOCKTON
FUNERAL SERVICE THAT SAVES AND SERVES

**EVERYTHING
FOR THE
HOME
EASY TERMS**

Sterling
FURNITURE COMPANY
BUNSTER & SAXE
1049 MARKET STREET
GRANADA THEATRE DIRECTLY OPP.

IN MEMORIAM.

During the past month—but a few days apart—passed on to the great beyond two members of Los Angeles Typographical Union No. 174.

Cathmor Stamps—Born in Ukiah, Mendocino County, California, January 30, 1854. Learned his trade in Ukiah and San Diego. He came to Los Angeles in 1874 and assisted in forming Los Angeles Typographical Union No. 174 in October, 1875, being a charter member of this union, and held continuous membership here. Married Hattie C. Furman, July 14, 1880, who with their two sons and a daughter, survive their beloved husband and father.

William James Buckingham—Born in Plymouth, Devonshire, England, January 14, 1856. Came to the United States in 1866 with his father, going to Colorado Springs, Colorado. Came to Los Angeles in 1876, where he learned his trade, and joined Los Angeles Typographical Union No. 174 in 1878, and held continuous membership here. Married Sarah Elizabeth Furman, April 22, 1894, who, with their four sons, survive their beloved husband and father.

Union Record.

Cathmor Stamps—Assisted in forming Los Angeles Typographical Union No. 174 in October, 1875, being a charter member of this union.

On February 4, 1878, he was elected a member of the board of directors.

On March 2, 1879, he was elected president of this union. He succeeded to that office on March 2, 1879; February 1, 1880; February 6, 1881, and May 21, 1882. He declined re-election on January 7, 1883, and was succeeded in office by his brother, P. N. Stamps.

On April 7, 1889, he was elected delegate to the Denver convention, where he assisted in founding the Union Printers Home.

William James Buckingham—Initiated into Los Angeles Typographical Union No. 174, June 1, 1878. Elected as a member of the board of directors, March 2, 1879; re-elected February 1, 1880, and February 6, 1881. Elected secretary on May 21, 1882, and again on January 7, 1883. On April 1, 1883, he resigned as secretary and was elected financial secretary and served in that office until January 6, 1884.

On March 6, 1887, he was elected delegate to the Buffalo convention.

Cathmor Stamps and William James Buckingham worked in those early days on the Los Angeles Herald and Times, until those newspapers became non-union in 1890, Brother Stamps returning to the Herald when the office was reclaimed by the union.

When the Los Angeles Examiner was established Messrs. Stamps and Buckingham accepted positions and were actively identified in the composing room of that newspaper until a few years ago, when they resigned their situations to enjoy, with their families, the fruits of their endeavors.

A Slight Tribute.

"Caesar" Stamps and "Duke" Buckingham were

"pals" from the first time they met, and all through their lives.

Before marriage they roomed and boarded with Mr. and Mrs. G. R. Furman, and eventually courted and married their two daughters.

From those days until the Almighty called them to their deserved reward, the two families were inseparable and trod life's pathway hand in hand, loved and loving, endeared in the hearts of all who were privileged to know them.

Such, in brief, is the life history of these exceptional men.

But Los Angeles Typographical Union No. 174 would display extreme negligence and be unfaithful to its tenets should we forbear to record these achievements and instill them in the minds of the membership.

The heritages handed down to the present generation by such pioneers in the ranks of the Typographical Union are enshrined in our memories.

The founders and charter members of those early days did not find their paths strewn with ease and comfort. They were continually confronted with almost unsurmountable obstacles, such as would have stilled less determined spirits.

Bear well in mind, present-day members, who enjoy comparative ease in the composing rooms of today, that you owe it to the privations, sufferings, humiliations—even persecutions—of such pathfinders and pioneers in the cause of unionism as Cathmor Stamps and William James Buckingham, who made possible the wage scales and conditions we now obtain.

Revere their memories and endeavor to follow in their footsteps for the advancement and progress of the International Typographical Union.

Resolved, That as a tribute to these departed brothers, the charter of Los Angeles Typographical Union No. 174 be draped for a period of thirty days; that copies of the above slight tribute be engrossed and presented to the bereaved families; that copies be forwarded for publication to the Typographical Journal, the Citizen, the Labor Press and the San Francisco Labor Clarion; and that when this meeting adjourns it does so in honor of their enshrined memories.

These resolutions were read and unanimously adopted at the October, 1924, meeting of Los Angeles Typographical Union No. 174.

The Jazz Band had just finished playing "California, Here I Come," when the hostess saw a man weeping over in a corner. Going over to him, she inquired sympathetically, "My good man, are you a Californian, that this music affects you so?"

"No, madam," the man replied. "I'm a musician."—The Flea.

SAN FRANCISCO OAKLAND BERKELEY
SCHLUETER'S
FOR SERVICE
Electric Washing Machines—All Makes
2762 Mission Street San Francisco
Phones Mission 390 and 391

Custom Made Suits

On Easy Terms

HOME CLOTHING CO.

2500 Mission Street

UNION MADE

UNION MADE

Coffee That Is?
MISSION DAIRY LUNCH
COR. 16TH AND VALENCIA STS.
S. C. Trauger, Prop.

The States Restaurant
MARKET AT 4TH, SAN FRANCISCO

It's the Balance in the Blend that's made
CLOWN CIGARETTES
The Smoke of Millions
UNION MADE
W. F. Astor
Axton-Fisher Tob. Co., Inc.
M'f'srs, Louisville, Ky.

Quality First
UNITED STATES LAUNDRY
Telephone Market 1721
Finest Work on Shirts and Collars

"GOOD CLOTHES ON CREDIT"

Columbia OUTFITTING CO.
MISSION STREET
at Twenty-second

Shop for Less
A Real Xmas DOLLAR DAY
WEDNESDAY, DEC. 10th
gift features in every Department
See Tuesday's News and Call.

Weinstein Co.
ALWAYS SELL FOR LESS
1041 MARKET STREET
BETWEEN 6th & 7th OPPosite GRANADA THEATER

HOME OF
GENEROUS CREDIT



Custom Made Suits

On Easy Terms

HOME CLOTHING CO.

2500 Mission Street

UNION MADE

UNION MADE

SAN FRANCISCO LABOR COUNCIL**Synopsis of Minutes of November 28, 1924.**

Meeting called to order at 8:15 p.m. by Vice-President Baker.

Roll Call—President Hollis excused and Delegate McDowell appointed Vice-President pro tem.

Reading Minutes—Minutes of the previous meeting approved as printed in the Labor Clarion.

Communications—Filed—From the California State Board of Education with reference to vocational education.

Referred to Executive Committee—From Street Carmen's Union, inclosing copy of wage scale. Resolutions submitted by Delegate Martin J. Crowe, requesting the Council to assist in securing executive clemency for Peter McDonough.

Communication from Committee on Homeless Children, Native Sons and Daughters, requesting a donation. Moved that the Council donate the sum of \$10.00; carried.

Communication from Street Carmen's Union, inclosing copy of resolutions adopted by their organization, regarding the death of one of its members who was struck by an automobile while standing on the safety zone station. On motion the resolutions were approved.

Communication from Central Labor Council, Spokane, Wash., with reference to the salary bill for postal workers, and requesting the Council to urge upon our representatives in Congress to support Salary Bill S. 1898. On motion the communication was endorsed.

Communication from Asphalt Workers' Union, inclosing copy of by-laws and requesting Council's approval of same. On motion the by-laws were referred to the Law and Legislative Committee.

Report of Executive Committee—In regard to the preparations for the celebration of the 38th anniversary of the San Francisco Labor Council, your committee reports progress with the understanding that the matter is to be continued and definite recommendations in regard to the celebration be made at some later date. Report concurred in.

Reports of Unions—Auto Mechanics—Thanked the delegates for assistance in their organizing campaign. Street Carmen—Will hold ball Saturday evening, November 29th, Civic Auditorium. Electrical Workers No. 6—Are being handicapped by the activities of the Industrial Association in conference with electrical contractors. Cracker Bakers—National Biscuit Company still unfair; Grandma and Mother's Cookies are fair; Ward Baking Company still unfair. Molders—Thanked delegates for attending their dance, November 22nd.

The chair introduced Brother Conway, International Secretary of the Retail Clerks' Association, who addressed the Council on the activities of the Chambers of Commerce throughout the country.

Brother John J. Manning, Secretary, Label Trades Department, American Federation of Labor, addressed the Council on the great value of the union label and the duty of every trade unionist in demanding the union label, card and button when making purchases.

The chair urged upon all unions to admit the

representative of the Trade Union Promotional League to their meetings without delay.

Auditing Committee—Reported favorably on all bill, and warrants were ordered drawn for same.

Receipts—\$251.43. **Expenses**—\$151.68.

Council adjourned at 9:30 p.m.

JOHN A. O'CONNELL, Secretary.

HOLIDAY PURCHASES.

San Francisco, Nov. 28, 1924.

To All Officers and Members of San Francisco Labor Organizations.

Greeting: The holiday season is again with us, when nearly everybody spends money for Christmas gifts, replenishing his wardrobe or the purchase of household goods. In doing so, it is evident that we are all creating a market for the products of the various industries that we patronize. If these industries are employing union labor, we help them to live and employ union workers. Without such support from union labor itself, it is idle to imagine that the cause of union labor can prosper and succeed permanently. Because of the importance of impressing this simple truth upon the minds of all members of organized labor and friends, the Label Section again takes occasion to remind you of your obligation to patronize the union label, card and button at this time of the year as well as the rest of the year. Every dollar counts that you spend for union goods and services, wherefore it depends largely upon yourselves to what degree unionized industries are to be able to continue to employ union labor and improve union conditions.

Thanking you one and all for your loyal support of the union label, card and button during the past year, hoping for equally loyal and determined support during the next year, and wishing you all a Merry Christmas and a Happy New Year, we beg to be, on behalf of the delegates to the Label Section,

FRANK E. LIVELY, President.
WM. HERBERT LANE, Secretary.

HOMELESS CHILDREN BENEFIT.

The Native Sons and Native Daughters' Committee on Homeless Children will hold their annual prize masquerade ball and revue at the Exposition Auditorium on this Saturday evening, December 6th. The proceeds are devoted to a fund established for the placement of orphaned, destitute and abandoned children in permanent homes, a charitable feature which has been carried on by the Orders for the last fourteen years.

As an added attraction a pageant, participated in by children exclusively, has been arranged by Mrs. May R. Barry. There will also be a spirited contest by the drill teams of Castro and Orinda Parlors of Native Daughters.

Dancing will continue until 1 p.m., the music being furnished by George Kittler's 35-piece military band of union music.

For fifty cents you can spend an enjoyable evening and at the same time be contributing to a worthy cause. Don't forget the date and be at the Auditorium this Saturday evening, December 6th.

We carry a complete run of all sizes of this well-known and well-made overall.

DAVIS' DEPT. STORE
MISSION, NEAR TWENTY-SECOND

**HEADLIGHT
OVERALLS**

"Guaranteed to Outwear two Ordinary Pair"

FELLOW UNIONISTS

Down Asiatic Competition!
Patronize White Laundries Only!
ANTI-JAP LAUNDRY LEAGUE

**IT PAYS TO BUY
BENDER'S SHOES
FOR THE WHOLE FAMILY**

2412 Mission Street Near Twentieth
Martha Washington Shoes Buster Brown Shoes

SUMMERFIELD & HAINES

UNION-MADE CLOTHING
Cor. Sixth & Market Agents CARHARTT OVERALLS

Fred Hartsook
PHOTOGRAPHS

41 Grant Ave., San Francisco

Oakland

Los Angeles

Studios in all principal cities in California

Winter Garden

SUTTER AND PIERCE STREETS

Family Dance Pavilion**SELECT SOCIAL****DANCE****EVERY NIGHT**

LADIES 25c GENTS 50c
EXCEPT SATURDAY: SUNDAY & HOLIDAYS

SHOES THE HUB SHOES

FOR MEN, WOMEN AND CHILDREN
3047 16th St. Near Valencia

**WALTER N.
BRUNT**

PRINTING, PUBLISHING
BADGES, LAPEL BUTTONS
REGALIA, SOUVENIRS

Specialty Printing

Invitations, Menus, Dance Programs
Greeting Cards

Union Label Water Marked Paper Always on Hand

**111 SEVENTH STREET
NEAR POSTOFFICE SAN FRANCISCO**

A NEW PLAN.

San Francisco, Nov. 28, 1924.

To all Union People in San Francisco.

Greeting: In the hope of securing a more general support for the union label card and button, and to educate not only the members of organized labor, but also their families and the general public as well, in regard to the value and importance of patronizing the products of organized labor, and securing greater opportunities of employment for union workers, the Label Section hereby respectfully submits the following two propositions for the favorable action of your organizations and membership, to-wit:

1. The Label Section hereby offers three prizes, one for five dollars, one for three dollars and one for two dollars, to children of union parents bringing in the greatest number of pieces of printed matter (excepting newspapers and magazines), that does not bear the union label; all such printed matter to be collected during the month of December, 1924, and turned in to the office of the Trades Union Promotional League, Room 301 Anglo Building, Sixteenth and Mission streets, before the last day of the present year, December 31, 1924. All such printed matter without the union label is to be referred to the label committee of the Typographical Union, which is to award the prizes to the winners.

2. The Label Section will take orders for stamps to be used by union people on bank checks to signify that the money represented by such checks has been earned by union men and under union conditions. These stamps are furnished to the unions ordering same, at the rate of 5 cents a book. The union can give or sell the books to those of its members who are paid off by check or have checking accounts with banks. The purpose of the stamps is to enable union people to impress merchants and banks with the volume of money spent by union people, and also, after the system becomes general, to enable each union or the labor movement at large to secure evidence in regard to the volume of money earned by union men and diverted by them into the channels of trade and commerce.

Hoping that you will co-operate in making these matters known to the public and soliciting your endorsement of the same, we are,

Fraternally yours,

FRANK E. LIVELY, President.
WILLIAM HERBERT LANE,
Secretary.

WEAKEN CONGRESS, IS PLAN.

The Wall Street Journal voices the financial world's opposition to "tinkering with the constitution"—unless said "tinkering" restricts the people's power.

In that case the "tinkering" is statesmanship of the highest order.

The W. S. J. wants two changes in the constitution. It wants the President to have the power to veto specific items in appropriation bills without being obliged to return the whole measure to Congress, and it wants things fixed so that when the President calls an extra session of Congress, he can dictate to Congress what the law-making branch may consider.

The veto power over any appropriation would be an abandonment of the age-long principle that law-making bodies control the nation's purse strings. This has been the great restraining power that the legislative branch has always held over the executive.

The two suggestions of the Wall Street Journal are in accord with its declaration of June 10, 1924: "Business proposes that the President shall govern the United States and is taking steps to make its will effective."

HELP POSTOFFICE.

Last year, through the generous co-operation of the press, the movies and other advertising mediums, Christmas mailers were induced to dispatch their Yuletide presents earlier in the month than ever before in the history of the institution of gift exchanging in the holiday season.

As a result, the spectacle of the last minute rush of former years, with its attendant heart-breaking labor on the part of wearied and nerve-worn store clerks and postal employees, was avoided.

This year Postmaster-General New and First Assistant Postmaster-General John H. Bartlett have determined to make an even better record and to banish for all time the suffering undergone in past years by those engaged in the sale or transportation of gifts. They hope to make "Shop Early" and "Mail Early" a habit with the American people.

Mailing early does not mean December 1 or before, but if everyone could get their holiday tokens in the mail between December 10 and December 20, the post office could not ask more.

Particular attention this year will be paid to greeting cards. Despite the success last year it was noted that the last-minute mail consisted largely of cards. Possibly many of them were returned greetings to friends, heard from on a previous mail, but overlooked on the original Christmas list. Unlike parcels and letters containing money orders, cards, of course, can not well be marked "Do Not Open Until Christmas." Therefore, it is possible that the many mailers hold them until the last to insure delivery on Christmas Eve. This class of mailers this year, however, may find their cards undelivered until after Christmas Day.

Believing that the energies of postal employees should not be sapped to the last degree for any avoidable reason, and, intent upon securing for them the same Christmas privileges enjoyed by others, Postmaster General New asks the hearty co-operation of the public. The last-minute, or zero hour has been moved up so that all postal employees may eat their Christmas dinners at

home. Rural carriers will deliver no mail at all on Christmas day and clerks and carriers in the city offices will stop work promptly at noon.

Labor is discovered to be the grand conqueror, enriching and building up nations more surely than the proudest battles.—Channing.

Phone Market 5725

UNION STORE

BROWN & KENNEDY

FLORAL ARTISTS

Funeral Work a Specialty—Lowest Prices
3091 Sixteenth St., Near Valencia San Francisco



7 BUILDINGS - 22 FLOORS

**GOOD FURNITURE
LOWEST PRICES
LIBERAL TERMS**

FREE RENTAL BUREAU — FREE DELIVERY
STOVES SET UP — FLOOR COVERINGS LAID

**IF YOU WANT A
BECOMING HAT**

BE COMING TO

"Lundstrom"

New winter styles in the season's best colors and materials.
Supreme values at \$3.50 to \$15.00.
1080 Market St. 720 Market St.
2640 Mission St. 3242 Mission St.
26 Third St. 605 Kearny St.
Los Angeles store, 226 W. Fifth St.
UNION MADE SINCE 1884
"A Lundstrom hat order is an ideal Xmas gift."

**DRINK CASWELL'S COFFEE
GEO. W. CASWELL CO.**

442 2nd St.

SHIRTS — UNDERWEAR — TIES

\$1.85 to \$3.15

\$1.25, \$2, \$2.65, \$4.75

95c to \$1.85

UNION-MADE and sold direct from FACTORY-TO-WEARER

EAGLESON & CO. - 1118 Market St.

Sacramento Fresno Los Angeles

SAN FRANCISCO

**THE
UNION
LABEL**

On every one of these items

THE SAN FRANCISCO SAVINGS AND LOAN SOCIETY

(THE SAN FRANCISCO BANK) COMMERCIAL

SAVINGS

INCORPORATED FEBRUARY 10th, 1868.

One of the Oldest Banks in California,
the Assets of which have never been increased
by mergers or consolidations with other Banks.

Member Associated Savings Banks of San Francisco
526 California Street, San Francisco, Cal.

JUNE 30th, 1924

Assets.....	\$93,198,226.96
Capital, Reserve and Contingent Funds.....	3,900,000.00
Employees' Pension Fund.....	446,024.41

MISSION BRANCH.....	Mission and 21st Streets
PARK-PRESIDIO DISTRICT BRANCH.....	Clement St. and 7th Ave.
HAIGHT STREET BRANCH.....	Haight and Belvedere Streets
WEST PORTAL BRANCH.....	West Portal Ave. and Ulloa St.

Interest paid on Deposits at the rate of
FOUR AND ONE QUARTER (4 1/4) per cent per annum,
COMPUTED MONTHLY and COMPOUNDED QUARTERLY,
AND MAY BE WITHDRAWN QUARTERLY

MEN!

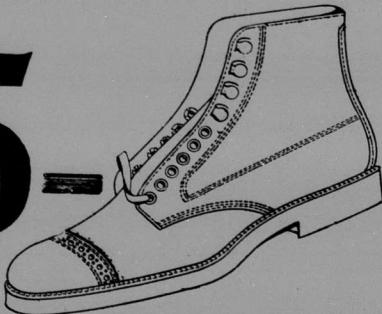
*Think in Terms
of Style & Values*

Those you have to pay \$7, and \$8, for elsewhere
—Then, come to the Philadelphia Shoe Co. and
get the same style
values for \$5. High
or Low, Black or Tan.

All Union Made

All at - - - - -

\$5-



MISSION STORE
OPEN
SATURDAY
EVENINGS
Until 9:30

B. KATSCHEINSKI
Philadelphia Shoe Co.
825 MARKET ST.
SAN FRANCISCO
525 FOURTEENTH ST. OAKLAND

San Francisco's
Union
Shoe Stores

Brief Items of Interest

The following members of San Francisco unions died during the past week: N. C. Petersen of the teamsters, John M. Griffin of the laborers.

Secretary Conway of the Retail Clerks' Union addressed the last meeting of the Labor Council in an interesting way. Mr. Conway is in San Francisco on his way home from the convention of the American Federation of Labor, which adjourned in El Paso, Texas, last week. He will visit local organizations in Oregon and Washington before starting East.

John J. Manning, Secretary of the Label Trades Department of the American Federation of Labor, spent a few days in San Francisco during the past week looking after the interests of the union label, card and button. He delivered an instructive address to the delegates to the Labor Council last Friday night.

George L. Berry, President of the International Printing Pressmen and Assistants' Union is in San Francisco making arrangements for the establishment of trade schools for pressmen and apprentices. He has inaugurated a number of such classes in other parts of the country.

International Executive Board Member Burns of the International Molders' Union is in San Francisco in the interest of his organization and will remain for some time in an effort to help the

local union in its contest with employers over the American plan or open shop fight. The molders are putting up a fight to maintain their long established conditions in the bay district.

The entertainment and ball of the Municipal Railway employees was held in the Civic Auditorium last Saturday evening. The attendance was large. Acting Mayor Ralph McLeran and Mrs. McLeran led the grand march. In charge of the affair were Thomas Miller, Fred Boeken, Frank B. Halling, James Flynn, Guy L. Smith and John Grunig.

Installation of the newly elected officers of Federal Employees' Union No. 1 was held last Tuesday evening. At this meeting also the matter of the retirement and reclassification of all federal employees, which is now before Congress, was discussed. Officers installed are: President, Joseph F. Whelan; first vice-president, C. D. Snediker; second vice-president, L. C. Bonds; third vice-president, Mrs. S. E. Adams; fourth vice-president, J. P. Thompson; secretary, Alfred Berryessa; treasurer, L. W. Harless; guide, A. Patterson; guardian, Axel Ellman; delegates to Labor Council, Alfred Berryessa, Joseph F. Whelan, F. W. Lynch, P. W. Naughton, L. C. Bonds, J. P. Thompson, H. C. Weldon.

BOXING
Oakland Auditorium
Every Wednesday
SHOW STARTS 8:30 P. M.

SOCIAL LAWS EVER OPPOSED.

By John P. Altgeld
Illinois' Most Illustrious Governor

In 1802, after much agitation, an act very narrow in its scope was passed in England to protect apprentices in certain factories. In 1815 Sir Robert Peel endeavored to secure similar protection for children in other factories, but he was not able to secure the passage of such an act until 1819, for it met with the most bitter opposition, as did every one of the many measures thereafter passed to protect women and children.

Not only did the employers do everything within their power in opposition, but so-called statesmen, political economists, philosophers and many of the clergy united to oppose them. Every argument and every sophistry that the mind can conceive was exhausted by these eminent people, and they predicted the industrial and financial ruin of the British empire as the result of such legislation.

It is a curious and sad fact that in the long, weary, upward march of the human race there was scarcely ever an act proposed for the protection, emancipation or elevation of the poor but met with the most violent opposition from the so-called better classes as well as from statesmen, philosophers and from many of the clergy.

CAUTION IN FINANCES ADVICE.

Caution in the formation of labor banks, and a warning against securities, investment and holding companies was recorded by the American Federation of Labor convention. The subject matter was presented by the Executive Council. The Council's position toward labor banks is identical with its policy toward all forms of collective action by the workers, but an urgent plea was made that these banks be not hastily formed, and that all conditions surrounding such ventures be studied.

In referring to investment companies, the Executive Council said:

"This is a type of investment about which we wish to warn the membership of our organizations, for the reason that the business of these securities, investment or holding companies is not subject either to National or State laws, and their policies are therefore in the hands and control of those operating the companies without any necessity for rendering official reports or being subject to examination and regulation in the same way that banks now have to follow rules and regulations of either the Federal or State governments."

"Some of our central bodies have already taken definite action with reference to these securities, investment and holding companies, and have warned their unions and the rank and file of their organizations to be exceedingly careful when approached about such an investment."

"Too much care, time and attention can not be given to the above suggestions, for after all, our unions must keep in mind that handling other people's money is a sacred and public obligation."

Trades unionists always give preference to the union label, shop card and working button.

**DEMAND THE LABEL
IN YOUR NEXT SUIT**



**HERMAN THE TAILOR
1104 MARKET**